***School Year:***

F = Failing

NI = Needs Improvement

P = Proficient

D = Distinguished

***Employee Name:***

***Date:***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **(Optional)** | **Formative Summative** | | **(Optional)** | |
| **This column** | **LESSON PLAN:**  **EVIDENCE OF DOMAINS 1 AND 4**  **(To be completed by the teacher in advance of announced observation and sent to evaluator 2 days in advance)**  **(Evidence not required for each D4 component for 1 lesson)** | | **This column** | |
| **completed with** | **completed with** | |
| **teacher through** | **teacher through** | |
| **rubric** | **rubric** | |
| **comparison** | **comparison** | |
|  | **DOMAIN 1** | **DOMAIN 4:** |  |
| **F**  **NI**  **P**  **D** | **1a. Demonstrating Knowledge of Content and Pedagogy: What is the content to be taught? What prerequisite learning is required?** | **4a. Reflecting on Teaching: (Following the lesson) Collect samples of the students’ work, from the observed lesson that represent a range of student performance. Discuss the degree to which students met your objectives and how the work shows this.** | **F**  **NI**  **P**  **D** |
| **F**  **NI**  **P**  **D** | **1b. Demonstrating Knowledge of Students: Characterize the class. How will you modify this lesson for groups or individual students?** | **4b. Maintaining Accurate Records: How do you track student learning as it relates to this lesson?** | **F**  **NI**  **P**  **D** |
| **F**  **NI**  **P**  **D** | **1c. Selecting Instructional Outcomes: What do you want students to learn during this lesson?** | **4c. Communicating with Families: What specifically have you learned by communicating with families that impacted your planning of this lesson?** | **F**  **NI**  **P**  **D** |
| **F**  **NI**  **P**  **D** | **1d. Demonstrating Knowledge of Resources: What resources were considered for this lesson and rejected? Why? What resources will be used? Why?** | **4d. Participating in a Professional Community: In what ways is today’s lesson related to collaboration with colleagues?** | **F**  **NI**  **P**  **D** |
| **F**  **NI**  **P**  **D** | **1e. Designing Coherent Instruction: List very briefly the steps of the lesson** | **4e. Growing and Developing Professionally: What aspects of this lesson are the result of some recent professional learning?** | **F**  **NI**  **P**  **D** |
| **F**  **NI**  **P**  **D** | **1f. Designing Student Assessments: How will you measure the goals articulated in 1c? What does success look like?** | **4f. Showing Professionalism: In what ways have you been an advocate for students that relate directly to this lesson?** | **F**  **NI**  **P**  **D** |

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| **(Optional)** | **OBSERVATION:**  **EVIDENCE FOR DOMAINS 2, 3**  **Announced  Unannounced**  **Formative  Summative** | | **(Optional)** |
| **This column** | **This column** |
| **completed with** | **completed with** |
| **teacher through** | **teacher through** |
| **rubric** | **rubric** |
| **comparison** | **comparison** |
| **F**  **NI**  **P**  **D** | **2a. Creating a Climate of Respect and Rapport**  *Teacher Interaction with Students*  *Student Interactions with One Another* | **3a. Communicating with Students**  *Expectations for Learning*  *Directions and Procedures*  *Explanations of Content*  *Use of Oral and Written Language* | **F**  **NI**  **P**  **D** |
| **F**  **NI**  **P**  **D** | **2b. Creating a Culture for Learning**  *Importance of the Content*  *Expectations for Learning and Achievement*  *Student Pride in Work* | **3b. Using Questioning and Discussion Techniques**  *Quality of Questions*  *Discussion Techniques*  *Student Participation* | **F**  **NI**  **P**  **D** |  |
| **F**  **NI**  **P**  **D** | **2c. Managing Classroom Procedures**  *Management of Instructional Groups*  *Management of Transitions*  *Management of Materials And Supplies*  *Performance of Non-Instructional Duties*  *Supervision of Volunteers And Paraprofessionals* | **3c. Engaging Students in Learning**  *Activities and Assignments*  *Grouping of Students*  *Instructional Materials and Resources*  *Structure and Pacing* | **F**  **NI**  **P**  **D** |  |
| **F**  **NI**  **P**  **D** | **2d. Managing Student Behavior**  *Expectations*  *Monitoring of Student Behavior*  *Response to Student Misbehavior* | **3d. Assessing Student Learning**  *Assessment Criteria*  *Monitoring of Student Learning*  *Feedback to Students*  *Student Self-Assessment and Monitoring of Progress* | **F**  **NI**  **P**  **D** |  |
| **F**  **NI**  **P**  **D** | **2e. Organizing the Physical Space**  *Safety and Accessibility*  *Arrangement of Furniture and Use of Physical Resources* | **3e. Demonstrating Flexibility and Responsiveness**  *Lesson adjustment*  *Response to Students Persistence* | **F**  **NI**  **P**  **D** |  |

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| **Observation Summary** | |
| Component Strengths of the Teacher’s Practice (List no more than two components.) | |
| Component Areas for Growth in the Teacher’s Practice (List no more than two components) | |
| Next Steps: | |
| **We have conducted a conversation and rubric assessment on the above items.**  Teacher’s signature: Date: |  |
| Administrator’s signature: Date: |
|  |